


PERSON SPECIFICATION FOR PAEDIATRIC SPEECH and LANGUAGE THERAPIST– BAND 5

CRITERIA	ESSENTIAL Requirements necessary for safe and effective Performance in the job	SEE KEY *	DESIRABLE Where available, elements that would contribute to Immediate performance in the job	SEE KEY *
Education and Qualifications	<ul style="list-style-type: none"> • Recognised Speech and Language Therapy Degree qualification or equivalent • Health and Care Professions Council licence to practice. • Registered member of Royal College of Speech and Language Therapists. 	A	<ul style="list-style-type: none"> • First class honours degree or equivalent • Further training courses relevant to the post 	A
Previous Experience	<p>□ Experience of working in a mainstream school as a therapist/teacher/learning support assistant</p>	A	<ul style="list-style-type: none"> • Experience of working as a speech and language therapist • Experience of delivering training to school staff 	A

Skills and knowledge	<ul style="list-style-type: none"> <input type="checkbox"/> Knowledge of assessment tools relevant to school age children with SLCN. <input type="checkbox"/> Knowledge of national policies and procedures relevant to school age children with SLCN. Knowledge of a range of appropriate therapy approaches for school age children with SLCN including: speech, language, stammering, social communication, selective mutism <input type="checkbox"/> Awareness of the principles of clinical governance/audit. Awareness of the roles of other professionals relevant to school age children with SLCN. <input type="checkbox"/> Knowledge of standards of record keeping. <input type="checkbox"/> <input type="checkbox"/> 	A/I	<ul style="list-style-type: none"> <input type="checkbox"/> Experience of assessing a range of school age children with SLCN independently <input type="checkbox"/> Experience of using a range of appropriate therapy approaches independently, with school age children <input type="checkbox"/> Experience of contributing to clinical audits 	A/I
Attitudes, aptitudes, personal characteristics	<ul style="list-style-type: none"> <input type="checkbox"/> Excellent communication and interpersonal skills with professionals, children and their families <input type="checkbox"/> Excellent empathy skills. <input type="checkbox"/> Ability to be a good team member. Good negotiation and problem solving skills. <input type="checkbox"/> Good analytical and reflection skills. <input type="checkbox"/> Good concentration skills. <input type="checkbox"/> <input type="checkbox"/> 	I/A		I/A

	<p>entral and North West London </p> <p>NHS Foundation Trust</p> <ul style="list-style-type: none"> <input type="checkbox"/> Good presentation skills; both written and verbal. <input type="checkbox"/> Good organisational skills and ability to prioritise and meet deadlines 			
Other	<ul style="list-style-type: none"> Good IT skills <input type="checkbox"/> Car driver and owner in order to travel between sites during the day <input type="checkbox"/> 		<input type="checkbox"/> Excellent IT skills	

* **Key:** Measured by **A** = Application Form, **I** = Interview

The NHS Knowledge and Skills Framework (KSF) is designed to form the basis of a development review process. This is an ongoing cycle of review, planning, development and evaluation of staff in the NHS.

Title of Post: Paediatric Speech and Language Therapist – band 5

Key

Foundation KSF outline – to meet after 12 months in post	
Full KSF Outline	

NHS KSF Dimensions	Needed for Post	Level for Post			
Core Dimensions (Key aspects of all jobs in the NHS) (Please refer to KSF Review Process For Dimension Level Criteria)		1	2	3	4
<u>1. Communication</u>			✓		
<u>2. Personal and People Development</u>			✓		
<u>3. Health, Safety and Security</u>	✓				

<u>4. Service Improvement</u>	✓				
<u>5. Quality</u>	✓				
<u>6. Equality and Diversity</u>		✓			

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(Specific dimensions may apply, or cease to apply, at different stages of the development of a role).

Key

<i>Foundation KSF outline – to meet after 12 months in post</i>	
<i>Full KSF outline</i>	

NHS KSF Dimensions	Needed for Post	Level for Post
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Specific Dimensions <i>(Please refer to KSF Review Process Booklet for definition and level descriptions)</i>		1	2	3	4
Assessment and treatment planning			✓		
<i>Interventions and treatment</i>			✓		
Information collection and analysis		✓			

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